

Assembly Concurrent Resolution No. 79

RESOLUTION CHAPTER 51

Assembly Concurrent Resolution No. 79—Relative to Equal Pay Day.

[Filed with Secretary of State May 27, 2003.]

LEGISLATIVE COUNSEL'S DIGEST

ACR 79, Lieber. Equal Pay Day.

This measure would proclaim April 15, 2003, as Equal Pay Day.

WHEREAS, Forty years after the passage of the federal Equal Pay Act and Title VII of the federal Civil Rights Act of 1964, women and people of color continue to suffer the consequences of inequitable pay differentials; and

WHEREAS, According to statistics released in September 2002 by the United States Census Bureau, year-round, American women working full time earned on average 76 percent of the earnings of American men working full time, indicating very little progress in pay equity since 1999; and

WHEREAS, California women earn approximately 82.5 percent of the earnings of California men and, at current rates of wage gap closure, California women and their families will have to wait until the year 2044 for pay equity; and

WHEREAS, Women of color suffer greater wage disparities and are further impacted by the compounding effects of racism and sexism; and

WHEREAS, According to a January 2002 report released by the United States General Accounting Office in its capacity as the investigative arm of Congress, women managers in 7 of 10 industries surveyed actually lost ground in closing the wage gap between 1995 and 2000; and

WHEREAS, According to an analysis of data in over 300 classifications provided by the United States Department of Labor Statistics in the year 2001, women earn less in every occupational classification for which enough data is available, including those occupations dominated by women; and

WHEREAS, Higher education is not free from wage discrimination according to a United States Department of Education analysis, which reported that, after controlling for rank, age, credentials, fields of study, and other factors, full-time female faculty members earn nearly 9 percent less than their male counterparts; and

WHEREAS, Over a 40-year career, the average 25-year-old woman working full time will earn approximately \$523,000 less than the average man working full time, impacting family financial security, pensions, and Social Security benefits; and

WHEREAS, Fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, Fair pay strengthens the security of families today and eases future retirement costs while enhancing the California economy; and

WHEREAS, Tuesday, April 15, 2003, symbolizes the day on which the wages paid to American women during the previous year become equal to the wages paid to men during the previous year; now, therefore, be it

Resolved by the Assembly of the State of California, the Senate thereof concurring, That the Legislature hereby declares April 15, 2003, to be “Equal Pay Day” in California and urges California citizens to recognize the full value of women’s skills and significant contributions to the labor force; and be it further

Resolved, That the California State Legislature urges Congress to protect the rights of all American women and provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex and for other purposes; and be it further

Resolved, That the Chief Clerk of the Assembly transmit copies of this resolution to the author for appropriate distribution.

